

# Polaris Method Module List & Descriptions

Updated: January 2020

TIME	MODULE TITLE	MODULE DESCRIPTION
30 - 45 Mins	<b>Setting the Stage</b> Transactional	preparing the participants for the training, introductions, and what is Polaris Method
5 - 15 Mins	<b>On the Court</b> Transformational	differentiating between actively creating results and observing in real time
60 - 90 Mins	<b>Managing Breakdowns</b> Transformational	empowering all stakeholders to speak up when things are not working and arming them with the tools to fix the issue or situation
60 - 90 Mins	<b>Four Principles of Culture Change</b> Transformational	being committed, authenticity, integrity, being proactive and taking responsibility for results
60 - 90 Mins	<b>Operating Culture</b> Transformational	capturing the current operating culture and setting a combined culture vision
60 - 90 Mins	<b>Overcoming Rackets</b> Transformational	letting go of bickering at work, eliminating cultural waste
15 - 30 Mins	<b>Power of Context</b> Transformational	realizing and overcoming wrong interpretation of facts
30 - 45 Mins	<b>Network of Conversations</b> Transformational	realizing mental reactions and improving active listening
15 - 30 Mins	<b>Inventing Possibility + HW</b> Transformational	changing the way time is viewed in process of setting goals; mandatory precursor to Merlin
~ 15* Mins	<b>Merlin</b> Transformational	creating a compelling future as a team though transformational goal setting
~ 15* Mins	<b>Project Charter</b> Transactional	core system used to improve processes or resolve issues
75 - 90 Mins	<b>Identifying &amp; Reducing Waste</b> Transactional	learning to see and eliminate inefficiencies
45 - 90 Mins	<b>Visual Displays</b> Transactional	measuring current status and identifying bottlenecks
45 - 60 Mins	<b>Closing &amp; Thank You</b> Transactional	wrapping up Polaris Method training + Feedback Survey

**\*Merlin** and **\*Project Charters** are marked ~ 15 minutes, this time frame is for instructions only. You need to allocate 60 - 90 minutes for the participants to do activity and 30 - 60 minutes to present their work. Timing depends on the size and speed of the group.

**\*\*Problem Statements** is a sub-section of the Project Charters module and will take 45 - 60 minutes to complete. You must do Problem Statements and select the projects that evening the day before you break into project teams.